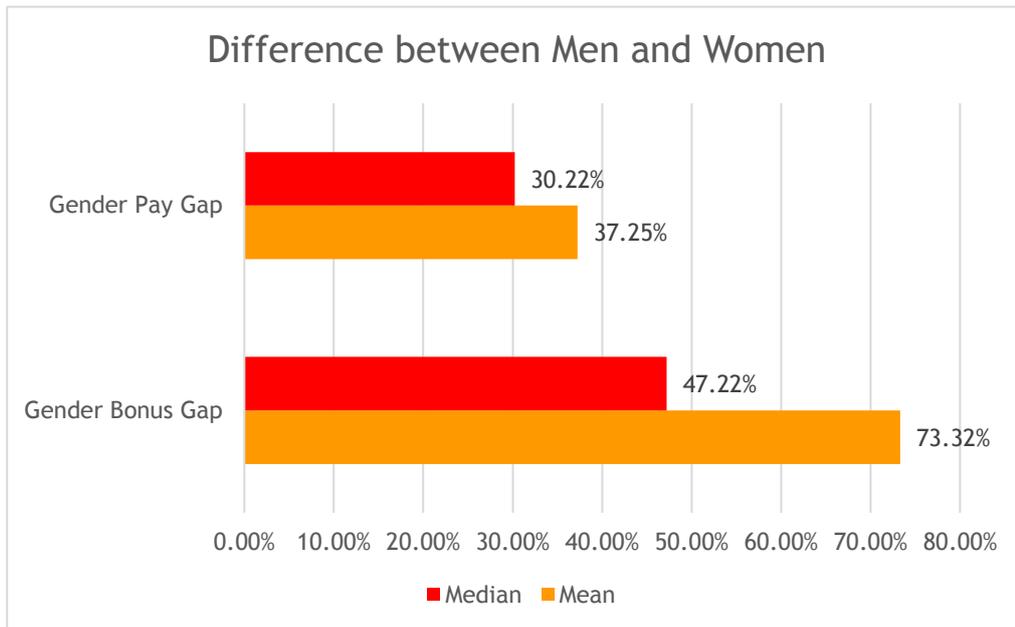


What is the Gender Pay Gap?

The gender pay gap is the difference between the average earnings of men and women in our organisation. The reporting below presents the data at the snapshot date 5th April 2017 as defined by the Regulation.

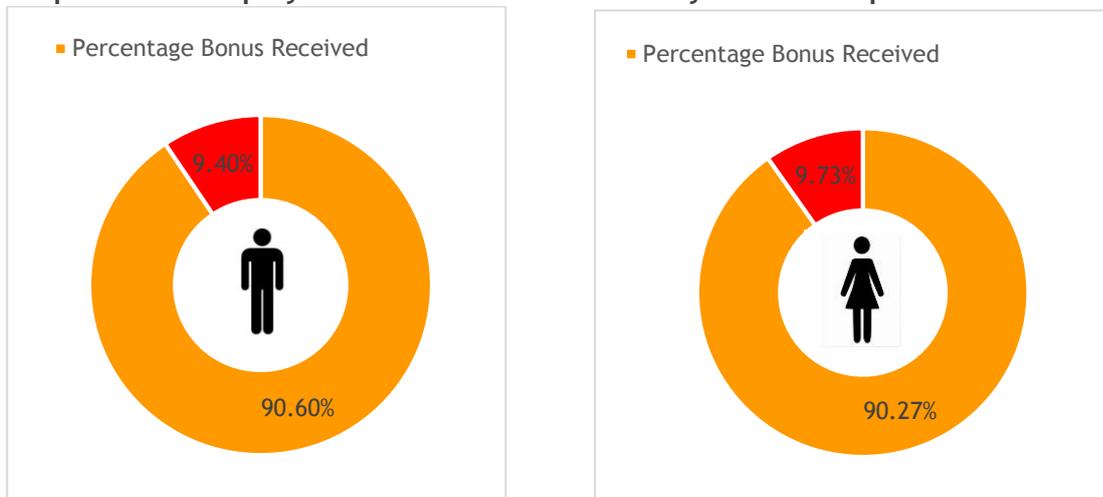
What is our Gender Pay Gap?

Mean and Median Pay and Bonus Gap



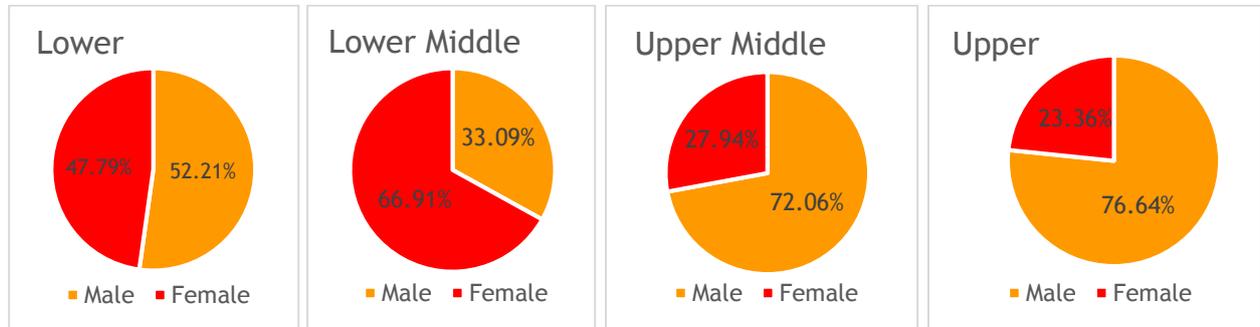
As there are fewer women in senior positions and in trading roles we see a greater bonus gap at company level. Market practice often apply higher variable pay in these positions than in the more conventional support roles where the majority of our female population sits.

Proportion of employees awarded a bonus in the year to 5th April 2017



This shows less than 0.5% difference between the number of men and women receiving a bonus. Our bonus awards are gender neutral as most employees are eligible to a bonus unless they joined the organisation past the cut-off date.

Proportion of employees in each pay quartile band



The graphs above illustrate the gender distribution at Total Gas & Power Ltd across four equally sized quartiles.

What caused our Gender Pay Gap?

Total Gas & Power Ltd is committed to providing equal pay for equal work and to that end we conduct regular analysis and take the necessary actions to ensure our male and female employees are paid equally for equivalent work across our businesses.

We know that we have a gender pay gap when comparing the average earnings of men and women and we are committing to taking actions to reduce this gap by 2020. We can objectively say that there are three factors that influence this gap in our Company, firstly there is a gender imbalance with only 41% of our employees population are women and 59% are men. We have an under-representation of women in higher paid trading and senior management roles leading to a pay and bonus gap as defined in the regulation.

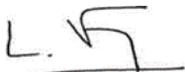
Finally we have a number of our female employees working in part time roles and whilst this does not have any impact on basic pay, it does have an impact on other elements in the pay package such as bonuses.

Next steps

We are committed to continue to diversify our employee population and to encourage and support gender parity in senior management roles wherever possible through recruitment, talent management and compensation practices. It is also our aim to see further gender diversity in technical and trading disciplines.

We are committed as well as part of the Total Group to creating an inclusive working environment in which everyone can express and develop their potential, ensuring that all our employees have the same opportunity to succeed.

I confirm the data reported is accurate



Laurent Vivier
Senior Vice President Gas